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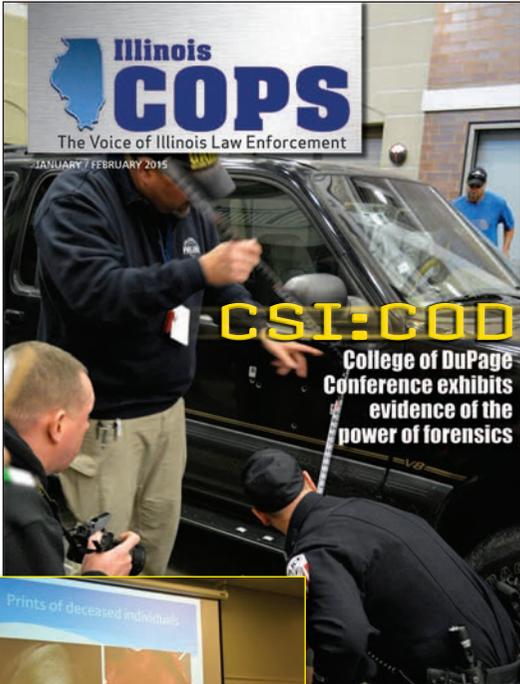
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**COVER STORY**  
**Page 13**  
**Forensic Files**

More than 150 law enforcement officers from at least four states descended on the College of DuPage's Homeland Security Education Center for a crash course in forensic techniques. On a lifelike streetscape, crime scenes were replicated, and attendees of the Midwest Forensic Training Conference were able to practice and apply the training. Here's the physical evidence of the lessons learned.

COVER PHOTO BY JAMES PINTO



**1 FIRST WATCH.....Pages 6-11**

Start off with **The 4-1-1's** roundup of training, fundraisers and fun; **Roll Call** takes you around the state for the news that matters to Illinois law enforcement; and our columnists discuss the bureaucracy, nobility and projection of the profession.

**2 FEATURED ATTRACTIONS.....Pages 13-22**

After reading about the College of DuPage's Midwest Forensic Training Conference, **Get Behind the Vest** literally to find out how body armor was first introduced and how it has evolved. Relive the holiday spirit through a photo tour of departments' **Holiday Happenings**, and then find out how **Fox Tactical** supplies the items that keep you effective on the mean streets.

**3 SPECIAL SECTION**  
**2015 FINANCIAL OUTLOOK .....Pages 24-27**

Financial experts from across the state provide their insight to help you get fiscally ahead in the New Year.

**4 IMPROVEMENT OPPS.....Pages 28-38**

Catch up with information off the beat, including sections devoted to **Health & Wellness**, **Legal Action**, **Training** and **Cop Car and Driver**, the debut of our new Auto Section.



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# 1 FIRSTWATCH

## The 4-1-1: Education, Training, Fundraisers and Fun

### February 20

#### Law Enforcement SUPER Plunge

 During a 24-hour period, brave men and women will take 24 icy dips (once an hour, every hour) in Lake Michigan as part of the SUPER Plunge event to benefit the athletes of Special Olympics Illinois. All SUPER Plungers and their sidekick/support person will live in a heated tent on the beach for the 10th anniversary of this fun, round-the-clock event. Each SUPER Plunger is asked to raise a minimum of \$2,500 to participate in this extreme event.

#### Event information

North Beach - Lake Michigan  
Evanston

Feb. 20, 2 p.m.-Feb. 21, 1 p.m.

For more information, contact Matt Johnson at 309-888-2563 or [mjohnson@soill.org](mailto:mjohnson@soill.org)

### February 23

#### Street Crimes Program

 All the attention and discussion about the use of deadly force and police-involved shootings make this one a must. The innovative three-day program from Police One will provide law enforcement officers with invaluable street-smart strategies to address criminal activity encountered while on- and off-duty. Topics to be addressed include the following: Ethical considerations for street cops and street agents - making the right choices; and important officer safety issues for both on- and off-duty situations.

#### Event Information

Buffalo Grove Police Department  
46 Raupp Blvd., Buffalo Grove  
8 a.m.-4 p.m.

Member Fee: \$275 Non-Member Fee: \$375

For more information, log on to [www.nemrt.com](http://www.nemrt.com)

### May 2

#### Concerns Of Police Survivors Run to Remember Peoria

 The Illinois Chapter of C.O.P.S., the nationally-renowned organization that helps survivors of officers lost in the line duty, presents the Ninth Annual Run to Remember. All proceeds from the Run to Remember race benefit the Illinois Chapter of Concerns of Police Survivors (C.O.P.S.) to help families of fallen officers live, love and renew life. The event includes a 5k run, 5k walk or 1-mile walk and a silent auction.

#### Event information

Junction City

5901 N. Prospect Road, Peoria  
8 a.m.

Cost: \$25 pre-registration; \$30 on race day

For more information, log on to [www.run-torememberpeoria.com/?q=home](http://www.run-torememberpeoria.com/?q=home)

### February 4

#### Illinois Traffic Crash for Patrol

Bloomington Police Department  
201 S. Bloomington Road, Bloomington  
8 a.m.-4 p.m.

Member Fee: FREE, Non-Member Fee: \$100

This course will provide officers with an overview of the skills needed to utilize basic traffic crash investigative techniques and procedures. By the end of the class, students will be able to: Properly manage the crash scene and preserve evidence; differentiate between reporting and investigating; cite Illinois Traffic Law relative to traffic crashes/accidents; and identify traffic enforcement measures which may assist in reducing traffic. For information, log on to [www.nemrt.com](http://www.nemrt.com)

### February 7

#### Tinley Park Police Department Strikes for Special Olympics

Centennial Lanes

16050 Centennial Circle, Tinley Park

8 p.m.

COST: \$35 per person which includes 3 games of bowling, dinner, shoe rental and embroidered custom bowling shirt

For information, call Darren Persha at 708-444-5334

### February 9

#### Peoria Police Department Buffalo Wild Wings Tip-A-Cop

Buffalo Wild Wings

5121 West American Prairie Drive, Peoria  
5-9 p.m.

Customers are encouraged to leave a special tip for the officers, with 100 percent of the proceeds benefiting the Law Enforcement Torch Run for Special Olympics Illinois.

For information, call Elizabeth Blair at 309-673-4521

### February 12-13

#### East Central Illinois Police Training Project Leadership, Supervision & Officer Discipline

ILEAS Training Center Auditorium  
1701 E. Main Street, Urbana

8 a.m.-4 p.m.

This course will be conducted by Harry Dolan, a 32-year police veteran, who will help supervisors develop a solid understanding of the principles of progressive discipline, just-cause standards, performance improvement plans, and the essentials of supportive and corrective feedback.

For information, call 217-819-4028 or log on to [www.ccrpc.org/police](http://www.ccrpc.org/police).

### February 13

#### Law Enforcement Torch Run Kickoff

Doubletree Hotel

10 Brickyard Drive, Bloomington

9 a.m.-3 p.m.

Free

A variety of sessions will be offered, covering topics from fundraising best practices to increasing community involvement. The curriculum "How to Build a Successful Torch Run Program" has been accepted by Lincoln Land Community College as a CEU earning program.

For information, contact Matt Johnson at 309-888-2551 or [mjohnson@soill.org](mailto:mjohnson@soill.org).

### February 16-20

#### Police Training Institute Police Firearms Instructor Course

Police Training Institute

University of Illinois at Urbana-Champaign  
1004 S. Fourth Street, Champaign

Cost: \$556

Each student will learn various teaching methods that they can use to remediate basic and combat marksmanship skills. Shoulder mounted weapons

(including shotgun and patrol rifle) will be covered. Students will leave with a plan for teaching these important police weapons.

Topics covered in this course include: Low Light Shooting Programs; Shoulder-Mounted Firearms; Semi-Automatic Pistol (gun handling and marksmanship); Developing cost-effective in-service training programs. For information, call 217-333-2337 or email [pti@illinois.edu](mailto:pti@illinois.edu)

### February 19

#### Anti-Gang Strategies for Patrol Officers

Round Lake Police Department

741 W. Town Line Road, Round Lake

8 a.m.-4 p.m.

Member Fee: FREE, Non-Member Fee: \$100

This course has been developed to provide patrol supervisors and officers with strategies for controlling gang activity and reducing gang-related crime within their respective communities.

Topics to be covered include the following: Collecting intelligence on street gangs; developing directed patrols in targeted areas; civil gang injunctions and enhanced penalty laws.

For information, log on to [www.nemrt.com](http://www.nemrt.com)

### March 1

#### Palatine Polar Plunge

Twin Lakes, Palatin

Check-in: 10 a.m.-Noon

Plunge: Noon-1 p.m.

The Polar Plunge, presented by Law Enforcement Torch Run and GEICO, is an opportunity to support Special Olympics athletes by taking a flying leap into the frigid waters of Twin Lakes. Participants must raise \$75 in donations to participate.

For information, contact Lauren DelBarto at 847-370-7370 or email [ldelbarto@soill.org](mailto:ldelbarto@soill.org). Take the Plunge!



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# The Way of the Force

No issue impacts law enforcement currently like use of deadly force. The Illinois Law Enforcement Training and Standards Board has provided vital information for you.

According to State of Illinois laws and the Illinois State Constitution, Deadly Force is defined as likely to cause death or great bodily harm. Legal aspects of the use of Deadly Force include, but are not limited to:

- **Defense of person:** Reasonable belief that conduct necessary to defend self or another against third party's imminent use of unlawful force or reasonable belief that such force is necessary to prevent imminent death or great bodily harm to self or another, or to prevent the commission of a forcible felony.
- **Defense of dwelling:** Reasonable belief that conduct necessary to prevent or terminate such other's unlawful entry into or attack upon a dwelling or if attempted in violent, riotous or tumultuous manner that threatens personal violence to occupants.
- **Making an arrest:** Officers need not retreat or desist when someone resists. Force is justified with reasonable belief that conduct is necessary to effect the arrest and defend self or another from death or bodily harm. Or person to be arrested attempts to escape by use of deadly weapon, or indicates that he/she will endanger human life or inflict great bodily harm if not arrested without delay.

For more information, log on to [www.ptb.state.il.us/pdf/UoF-brochure.pdf](http://www.ptb.state.il.us/pdf/UoF-brochure.pdf)



**Sign  
here**

FOP Illinois State Corrections Local 263 is asking all law enforcement officers to sign a petition to re-open Tamms Correctional Center in Tamms, Illinois.

In February 2012, former Gov. Pat Quinn announced the closing of the Tamms due to budget cuts. Since Tamms Correctional Center was shut, over-crowding and under-staffing have been compounded. Front-line employees are facing increased danger and inmate deaths have occurred as a direct result of the closures.

Expert testimony was given during Commission on Government Forecasting and Accountability (COGFA) committee hearings and yet the voices of front line employees were ignored. Tamms Correctional Center also provided more than 300 jobs in Southern Illinois, and its closing has had a devastating effect on the local economy.

Plans are to deliver the petition to the Illinois State Legislature. The goal is to generate 3,000 signatures. As of this printing, more than 2,600 people had signed.

To sign the petition, go to [www.ilfop263.com](http://www.ilfop263.com).

## On with the snow

Next time you are on patrol and the snow begins to fall, remember this:

A 21-year-old Chicago man, who pointed a gun and robbed three teens at a party in East Chatham on Jan. 9, was arrested after police officers tracked him through his footprints in the snow.

Prosecutors said the victims called police and responding officers in the alley heard people jumping fences and entered a backyard, where they followed a "single set of footprints they saw in the snow" to a set of stairs leading to a porch, according to the state's attorney's office.

The man gave himself up and was later identified by all three victims. He was charged with armed robbery with a firearm and ordered held on \$150,000 bond.

## A Smoot appoint

On Dec. 18, President Obama signed an Executive Order to create the Task Force on 21st Century Policing and announced its members. Sean Smoot, Director and Chief Counsel of the Illinois Police Benevolent and Protective Association, was named to the force that includes law enforcement representatives, community leaders, academics, and youth leaders.

The Task Force is part of the Presidential administration's efforts to strengthen community policing and strengthen trust among law enforcement officers and the communities they serve. The Task Force will be chaired by Philadelphia Police Commissioner Charles H. Ramsey, who also serves as President of the Major Cities Chiefs Police Association, and Laurie Robinson, professor of Criminology, Law and Society at George Mason University and former Assistant Attorney General for DOJ's Office of Justice Programs.

The Task Force will also promote effective crime reduction. The Task Force will convene listening sessions where they will hear testimony, including proposed recommendations for consideration, from invited witnesses and also receive comments and questions from the public.

The Executive Order directs the Task Force to prepare a report and recommendations to be presented to the President. An initial report will be due to the President in March.



Sean Smoot (right) with Vice-President Joe Biden at the White House.



Aurora Police Sergeant Alfredo Dean (left) and Sam Aguirre, who heads the NLOPA scholarship committee, stand with Cristina Martinez. She was awarded a two-year scholarship to attend Elgin Community College through funds raised at the 2013 Tuition Knock Out event.

## Throwing punches for learning

The Aurora chapter of the National Latino Peace Officers Association showed its fighting spirit on Nov. 16 with its third-annual Tuition Knock Out event.

With the focus on raising money for education, cops from Aurora and other suburbs took on the challenge as they squared off in several exhibition bouts that also included firefighters and local politicians. In the end, Aurora Police Investigator Erik Swastek scored the main event victory over Aurora firefighter Jeremy Allway, but the big winner will be the recipient of a scholarship funded by money raised.

The Tuition Knock Out has grown in each of its three years, which prompted the event to move to a larger space – the East Aurora High School gym – for this year's fights.

Aurora Police Sergeant Alfredo Dean presented the "Lending a Hand" Scholarship to Cristina Martinez, of Elgin, as part of the festivities.

# Are we cops or bureaucrats?



THOMAS  
CLINE

Law enforcement has unspoken, but clear, expectations: we fear criticism, often salted with ridicule, to the point where we are willing to compromise integrity.

Does your organization reward or punish integrity? More importantly, do your peers and supervisors reward or punish it? We like to think that we have the courage to assert what is right, but if a situation arises threatening our position in the group or even our livelihood, then what?

I read a lecture delivered to the plebe class at the U.S. Military Academy at West Point in October 2009 by William Deresiewicz (<http://theamericanscholar.org/solitude-and-leadership/>).

Deresiewicz urges the plebes to think for themselves. He says that for many years people have been taught to perpetuate the bureaucracy to which they belong. This is not leadership; leadership requires a person make decisions based on principles. It seems we have devolved to a point culturally where people are trained to jump through hoops, pass tests and follow like sheep or lemmings. Failure to jump through a required hoop can be costly. See Adrian Schoolcraft's story about his exposing NYPD's unwritten policies on arrest. Leadership had him committed to a psyche ward.

What is required to advance in the hierarchy of the organization to which you belong? Too often, people who think out of the box are marginalized; a brick is laid on them to prevent moving up. They might rise to mid-level managers, but are controlled by those above. They become masters at following a sterile routine that grinds down those attempting to lead. Frustrated, some burn out; others "play by the rules," disassemble original thinking, and move up feeling unfulfilled by the routine. A few maintain their spirit and do their best for those they're charged with serving. (*Illegitimi non carborundum*, they say.)

Increasingly, police are being used to enforce non-criminal ordinances, rules, and regulations, most often put in place to generate revenue rather than reduce crime. They do so because they are told, often not realizing that they are being used by politicians to generate revenue to satiate their unquenchable demand for power. Law enforcement leaders who dare stand on principle true to the purpose of law enforcement face criticism and demotion from those with power who wish to maintain the status quo.

According to Phillip Hamburger, Professor of Law at Columbia Law School, administrative power, or law, used to be called prerogative or absolute power. It was used by kings to circumvent their legal processes and parliaments in order to exercise their

will on the people. The kings used proclamations or decrees to impose encroaching rules and regulations on their subjects and thus avoid due process that law afforded the individual. Our Constitution centrally prohibited this; the Founding Fathers deemed it unjust.

In Hamburger's words, "Over the past 120 years, Americans have reestablished the very sort of power that the Constitution most centrally forbade. Administrative law is extra-legal in that it binds Americans not through law, but through other mechanisms – not through statutes, but through regulations – and not through decisions of courts, but through other adjudications. It is supra-legal in that it requires judges to put aside their independent judgment and defer to administrative power as if it were above the law (which our judges do far more systematically than the worst of the 17th century English judges). And it is consolidated in that it combines the three powers of government – legislative, executive and judicial – in administrative agencies. Administrative adjudication evades almost all of the procedural rights guaranteed under the Constitution."

(For the source of the Hamburger quote, Google Imprimus, September 2014 – Volume 43, Number 9.)

Anyone who has been subject of an IRS audit or an administrative hearing for a municipal violation clearly understands the last sentence of that quote.

In my October 2014 column I asked if we are becoming useful idiots. This piece asks, "Why are cops being used to enforce administrative rules and regulations that place them in danger of physical harm, lawsuits and racism while being second guessed by race baiters and politicians of high offices?" There is a phrase nobody likes to hear, but I think it applies to what's being foisted on law enforcers: "S'not my yob, mon."

I look at what's happening in the world and wonder what's ahead. It seems that in so many places, collapse is imminent. Perhaps that's good. Real leaders may emerge to replace the perpetrators of bureaucracy. My hope is that they will be ethical. Transition will take time; hopefully, good people are willing to step up. ♥

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*Thomas Cline, MBA, MAP, with 46 years in law enforcement, is president of the International Association of Ethics Trainers and a writer/trainer at the Chicago Police Academy. He is author of Cop Tales! (Never Spit in a Man's Face... Unless His Mustache is on Fire) and Surviving Storms: Non-Tactical Career Survival for Law Enforcers. For info on training and workshops, email [Coptales@gmail.com](mailto:Coptales@gmail.com) or call 312-451-2503.*

# Police Officer: A noble and honorable profession, no matter what a few people think

*“We have an incredible warrior class in this country – people in law enforcement – and I thank God every night we have them standing fast to protect us from the tremendous amount of evil that exists in the world.”*

~ BRAD THOR, AUTHOR



DANNY  
MCGUIRE

In the past several months, it seems that Law Enforcement Professionals have been under great scrutiny by uninformed and untrained individuals in our country. I have spoken with several men and women who serve or have served as Law Enforcement Professionals, and I have compiled a “Top Ten List” of reports/concerns. They are as follows:

10. “No one respects the police anymore!”
  9. “How are we supposed to do ‘the job’ when everything we do is wrong?”
  8. “I feel like my life doesn’t matter!”
  7. “It seems that society values the criminal element over police lives and order!”
  6. “Cameras? Really? That is going to solve the problem? They will just find something else!”
  5. “Shoot to disable? How the hell do you do that under stress?!”
  4. “The media hates us and wants civil unrest! Can’t sell newspapers when there is no chaos!”
  3. “The internet and social media have made everyone a ‘police use of force’ expert!”
  2. “If people hate us so much and disagree with our tactics, then maybe they should call a therapist, or even better, handle it themselves!”
- And... My Favorite...
1. “It would seem that the law and facts don’t matter as much as popular opinions of untrained people!”

*“I sometimes wish that people would put a little more emphasis upon the observance of the law than they do upon its enforcement.”*

~ CALVIN COOLIDGE, 30TH PRESIDENT OF THE U.S.

It was once said that “history repeats itself” and the “pendulum swings drastically.” With that in mind, it is important to remember the relevancy of your profession. Know that there are many more supporters than detractors in our society and there are more people who pray for you and support you. There is more positive leadership in our country that wishes you well and hopes for your safe return home after the shift ends.

To illustrate this, I attend church every Sunday morning and throughout the past several years I have come to know many of my fellow parishioners. In a recent conversation with a 79-year-old widow of a 42-year Chicago Police Officer who passed away shortly after their 50th wedding anniversary after only enjoying his retirement for 10 years, she explained to me that her husband served in the U.S. Marine Corp before starting the Chicago Police Depart-

ment in the 1950s and retiring in the mid 1990s (she wasn’t sure on the dates). During our conversation she was very outspoken on the “crap” (her words – outside church, of course) going on in our country today. She continued that the news reports make her “sick” and that she doesn’t even watch them anymore. During our conversation, more “church people” joined the discussion, many in her same status: widows of police officers and/or firefighters. The overall conversation turned to how a police officer is an “honorable and forthright profession,” and that all police officers need to know that there is more positive support than negative. The conversation concluded with a statement that left me thinking: “Each day I attend mass I pray for all the police officers. I pray that they have the same love and success my husband had. I hope they know that these people who oppose them are wrong and they are right. They are the last line between safety and unrest!”

*“Society questions the police and their methods, and the police say, ‘Do you want the criminals off the street or not?’”*

~ KURT RUSSELL, ACTOR

As I reflected on what my fellow parishioner said, I began to brainstorm. During this session I came up with some facts I want you all to remember and take to the streets each day:

- You are the last line of defense between safety and unrest.
- You are the “peace keepers” in our society. (Matthew 5:9 – Blessed are the peacemakers: they shall be recognized as children of God.)
- You are the “insurance policy” of freedom.
- Your life is important and does matter.
- You are the true heroes of society.

*“We, the unwilling, led by the unknowing, are doing the impossible for the ungrateful. We have done so much, for so long, with so little, we are now qualified to do anything with nothing.”*

~ KONSTANTIN JIREČEK, AUTHOR

Robert Kennedy once said: “Every society gets the kind of criminal it deserves. What is equally true is that every community gets the kind of law enforcement it insists on.” This is very true. You are not getting paid millions to play a child’s game nor are your fans spending hundreds of dollars on your jersey or on tickets to watch you play; however, you are the heroes of American Society and please do not forget that, no matter what is reported on TV! . ♥

*Dr. Danny McGuire, Jr. is currently an Assistant Professor of Criminal Justice at National Louis University in Chicago. You may contact him at dmccuire3@nl.edu or 312-261-3326.*

# Resolutions for the 'News' Year



DAN  
CAMPANA

People make 'em and break 'em every year – New Year's Resolutions.

Flipping the calendar year is a convenient time to make promises to yourself and others about how you can improve beginning Jan. 1. Just as easy is the ability to quietly give up on those ideas by, say, mid-March.

Reporters and editors are human, so it shouldn't surprise anyone to know that newsrooms are filled with plans for the New Year that never quite happen. In all honesty, it happens all year in one shape or another. Please don't pull me over for assuming some of the best intentions for 2014 didn't come to fruition at a few departments around the Chicago area.

Don't let me discourage you from setting some 2015 goals, especially when it comes to law enforcement-media relations. I'll even give you a head start with five resolutions that reporters and officers should find mutually beneficial for this year. Promise is a loaded word, so let's agree to "try" to improve with these suggestions:

**1. Not interested in "Person of Interest:"** Law enforcement uses this innocuous phrase for a reason, but reporters don't need to accept it without asking a follow-up question about what it means in a given situation. It's always been my contention that a POI isn't always a potential suspect. A witness could be considered a POI if he or she has key information about a yet-to-be found suspect. In 2015, let's have PIOs cut down on use of POI unless it comes with some context. If nothing else, police sources shouldn't be offended by reporters who ask the follow-up question. Reporters need to be more particular about using POI.

**2. Who are you?:** The scene of a major crash or high-profile investigation shouldn't be like a blind date where the PIO and a local reporter are meeting for the first time to discuss important information that could impact their future relationship. In these days of smaller newsrooms and greater presence of freelance reporters and photographers, police and media cannot co-exist without actually working on a relationship. In 2015, especially in local media, reporters need to ask for a little face time with key members of the department. On the flip side, PIOs and chiefs should reach out to the outlets that consistently cover the department to make sure everyone knows everyone on both sides.

**3. Get social, seriously:** Haven't tweeted in weeks? Facebook page a little dusty? If those questions hit home, then the next question is key: What are you waiting for? Social media, not to mention a bunch of other tech tools, is making it easier than ever before to reach a wide audience quickly. Traffic alerts, crime bulletins and community event information are just some of the basic pieces of information your department can put in the hands of your residents through the use of social media. And, making your social media accounts relevant gives you a place to send the media for updates when a major incident is occurring. In 2015, make social media less of a novelty



and more of a priority. Start small, maybe three posts a week. Build a following. Have it established before you need it in an emergency.

**4. Nowhere to hide, so don't try:** Among the lessons to be taken from what happened in Ferguson is that there are, and always will be, eyes and ears on everything law enforcement does. Potential television coverage is in every pocket or purse thanks to smartphones. The surveillance or street corner camera footage you pull to help catch a bad guy is also there to show the world how well you do your job – or if you don't. The overwhelming majority of police departments and officers have nothing to hide, but transparency remains a culture that needs to be constantly reinforced. You'll know if you're prepared when a TV or print reporter starts calling with questions. In 2015, fine tune your crisis communications plan to further solidify who will be talking and what they likely can say if your department or an officer becomes the story.

**5. Finding the good:** Cops work hard. They see and deal with stuff average people, and most reporters, can't imagine. Still, law enforcement does so much to give back to the community and a wide variety of charities every year. The common police lament that the media "doesn't write anything good" is so 2013. Find a way, or make a way, to get those stories out so people understand that your officers are human beings who do more than wear a badge. In 2015, take your story ideas – from charity sporting events to special school visits – to your local reporters. Ask them what could make it worthy of a story. Maybe there will be great photo potential. Maybe there's a call to action that can get readers involved. In 2015, don't be afraid to bombard reporters with the feel-good stories that deserve attention. If the media doesn't want it, look to self-publishing opportunities through hyperlocal news sites, social media and your town's web site.

Working with the media isn't a one-and-done proposition; it's an evolving relationship. Use the New Year to establish goals to work on that will help that relationship. ♥

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*Dan Campana is a freelance writer and communications consultant in the Chicago area. Send questions or comments to [dan@dancamcom.biz](mailto:dan@dancamcom.biz).*



# PREPARATION

## The Key to Success

In the complex and ever-changing security environment, the keys to preparedness are to never stop learning and to stay current about existing and emerging threats. The Homeland Security Training Institute (HSTI) offers new workshops in 2015 to enhance your department's awareness and understanding of substantial and immediate threats to our security.

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- Building a case against a cartel



# At the scene of the crime scenes

**The College of DuPage's new forensic conference gives cops a chance to enhance their collecting-evidence skills by learning through application**

■ BY DAN CAMPANA  
■ PHOTOS BY JAMES PINTO

A bullet-riddled Mercury SUV surrounded by evidence technicians might not be an unusual sight somewhere around Chicagoland where gun violence has struck.

Finding such a vehicle in the middle of a college campus as part of a forensic training session isn't something you expect to see every day. That's exactly what organizers at the Suburban Law Enforcement Academy (SLEA) were aiming for when they developed their plan for January's Midwest Forensic Training Conference at the Homeland Security Education Center on the College of DuPage campus in Glen Ellyn.

Mixing classroom-lecture time with hands-on practical training to drill on a variety of skills used by evidence technicians, the conference aimed to stretch far beyond what most agreed has become the lecture-based norm for forensic training seminars. And, as organizers pointed out, growing scrutiny on forensic evidence in the CSI-era has increased the demand from police officers to have access to quality training and skill development opportunities.

The promise alone of something different was enough to  
ILLINOIS COPS ■ JANUARY / FEBRUARY 2015 13



Detective Donald Comstock who works in the DuPage County Sheriff's Forensic Investigations Unit.

draw approximately 160 police officers from the Chicago area and at least four other states to COD on Jan. 8.

"I think it shows there is a need," SLEA Director Mike Casey said of the high turnout for a first-time event. "I hope we gave them what they wanted."

The importance of launching this conference was expressed a different way by Claire Dragovich, DuPage County Crime Lab

### Scene-ry

Quick tips from the 2015 Midwest Forensic Training Conference:

- Drawing up a scene diagram outside in the cold? Bring a pencil. Your pens will freeze up.
- To help with accurate measurements of angles, cut off the bottom portion of a standard plastic protractor to the ruler line hole to create a zero-rise protractor. Doing so will help avoid a three-degree error in angle measurements, such as when figuring out a bullet's trajectory.
- Take photos first, video second. Video serves as a complement to your photos. Video puts jurors in the crime scene.
- Use a clear garbage bag as a "rain coat" to cover your note pad in inclement weather.
- Photographs of injuries are powerful and can help, especially in domestic violence cases, if a victim doesn't appear in court to testify.
- Practice with your equipment, especially cameras. Understand the settings and best ways to use it in a variety of circumstances.
- Visit [facebook.com/midwestforensictraining-conference](http://facebook.com/midwestforensictraining-conference) for more information on next year's event.



The tool kit for doing crime scene measurements includes a brick and trajectory rods, among other items.

director, who discussed the practical impact of honing forensic skills.

"Your work product is intrinsically linked to what goes on in a crime lab," Dragovich told an overflow crowd during opening remarks to the eight-hour conference. "It's essential we all stay up to date."

### Practice makes proficient

The center's streetscape – a realistically designed public safety playground that features store fronts, apartments and other venues to replicate crime scenes and is used in a variety of ways for SLEA courses – served as the key feature for many trainers leading workshop sessions in traffic crash reconstruction, arson investigation and collecting evidence in vehicle shootings.

Although workshops were limited to 15 active participants, Donald Comstock and fellow trainers did allow for others to audit sessions and watch the practical skills work done live.

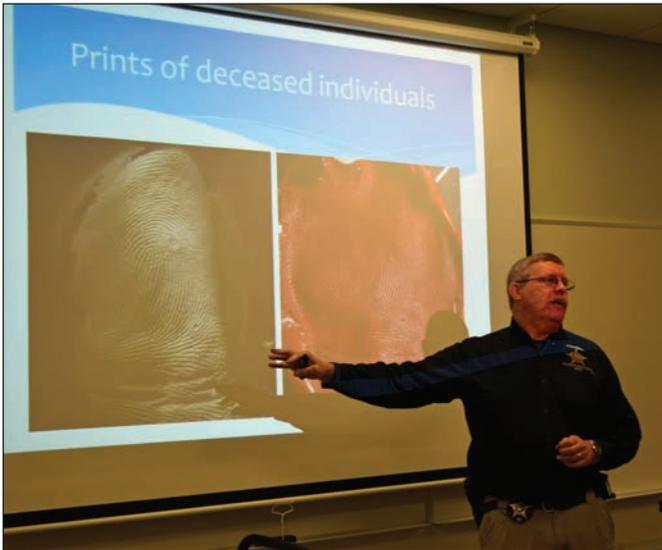
Comstock, a 12-year veteran of the DuPage County Sheriff's Office, spoke to a group of approximately three dozen officers about documenting and reconstructing shootings that involve vehicles. He used humor, shared experiences gleaned over the years and offered technical hints during his session to drive home the point that no one has seen everything out on the streets.

"Even if you think it's nothing, do your due diligence," Comstock, who was once a drill instructor, said. "Many of these scenes can turn into important cases."

After showing off his giant rolling tool kit, complete with measuring tape, trajectory rods and a host of other equipment including a brick, Comstock described techniques for "boxing" a vehicle, doing proper measurements using tripods and T-squares and being proficient with crime scene photos.

"Have a system. Have a process," Comstock reminded the group.

Then he hit the street scene with participants in teams to



Detective Jonathan Pugsley of the DuPage County Sheriff's Forensic Investigation.

examine the Mercury. Officers busted out their own cameras and flashlights to scope out door panels pocked by bullets. For about an hour, the teams used evidence tag stickers to mark bullet holes, took a variety of photos, poked trajectory rods to determine angles and measured everything to map out the truck's damage.

"At a crime scene, it's all about the details," Comstock explained. "This gives students a chance to put their hands to the work. Passing your experiences on does nothing but save them time and hassle."

Addison Police Officer Chris Weinbrenner has attended his share of classes and training during a career that began in 1998. He said classroom-type teaching can only go so far.

"Very few classes and conferences give the opportunity to get your hands dirty in whatever the topic is," he said. "It is usually lecture-based only, leaving the student to try to figure out on his or her own how to apply the concepts learned."

Weinbrenner, a traffic-crash reconstructionist, did just that as he led an afternoon session focusing on low-light photography of a crash scene. Taking advantage of the streetscape's adjustable lighting, Weinbrenner tasked officers with documenting the accident site in varying conditions, from total darkness, except for street lights, to the dimness of a sunset. He reminded the officers that practicing techniques, such as photography, is always important to maintain quality work and documentation. This dry run on taking photos in challenging conditions proved successful.

"They walked away taking photographs in complete darkness and making the photo look like it was a sunny day outside, capturing all the key evidence – tire marks, roadway evidence and vehicle damage," Weinbrenner said.

Getting active was the theme all day, as Illinois State Police Sergeant Rebecca Hooks put down fresh blood spatter for officers to inspect inside one of the center's laboratory classrooms. A torched couch and scorched Christmas tree were staged on the streetscape for practical training in arson evidence collection.



The Midwest Forensic Training Conference drew more than 160 participants to the College of DuPage on Jan. 8.

### The future

Comstock, who teaches at SLEA, as well as for the North East Multi-Regional Training organization (NEMRT), understands that it usually takes one or two years for a new conference to get some momentum – meaning solid attendance. Casey said interest in what was being offered meant some officers showed up even after registration closed.

"I was hoping if we got 50 (attendees) we'd make it a workable conference," Comstock, the event's coordinator, said.

Casey and Comstock agreed that beating expectations meant they were right on about the demand for this type of opportunity focused on forensics.

"They're hungry for the training and the knowledge," Comstock said.

A year went into planning the conference, which left Comstock confident that he put together a solid class lineup from top to bottom with no filler.

"They're all classes I wanted to have," he explained.

For Weinbrenner, his curiosity was in whether students walked away satisfied with what they picked up during his session. He wasn't disappointed by the response.

"I was approached by several attendees from my session saying they learned more in two hours than they did in a two-day class," Weinbrenner said. "I think statements like that alone speak for themselves and what kind of a conference the Midwest Forensic Conference is."

Casey credits Comstock as the person behind the scenes that got the ball rolling to build the event and create the interest it generated. Both said they're also looking forward to attendee feedback as they decide on tweaks for next year's conference, which is already on the books for January 2016.

Among the format changes likely to be considered are expanding the length of the conference and creating topic tracks in particular disciplines, such as fingerprinting or photography, which could cater to multiple skill levels and officers with different types of experience. ♥

# PRO-TECH SALES IS HONORED TO SUPPORT THE "GET BEHIND THE VEST" PROGRAM

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Mike Wrobel from Chicago Police Department  
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# Long-term InVESTment

How the bulletproof vest developed and evolved to become the gear cops should always want to wear

■ BY MITCHELL KRUGEL  
■ PHOTOS BY JAMES PINTO

Perhaps you have heard the name Richard Davis evoked around headquarters.

Raise your hand if you know what Richard Davis has done to make your lives better and/or your job safer?

Davis is:

- A. A former U.S. Marine.
- B. A former pizza delivery owner/driver.
- C. The first one to use Kevlar for body armor.

Davis is all of the above, of course, and all of the above contributed to him developing the bulletproof vest in the early 1970s. As the story goes, three men tried to rob him during a delivery and shot him twice. The incident was later documented in a 1995 book written by firearms instructor Massad Ayoob called *The Ayoob Files: The Book*.

Davis started a body armor manufacturing company out of his garage. He would travel to police departments to demo his invention by putting one on and shooting himself, usually with a firearm borrowed from an officer at the agency where he was doing the presentation.

Gary Stryker was working patrol for the Deerfield Police Department in the early 1970s when Davis came by to do his demo.

"It worked," recalled Stryker, who after 37 years with the Deerfield PD and Lake County Sheriff's Department SWAT team retired to become Vice-President of Business Development for Pro-Tech, a national distributor of body armor and bulletproof vests. "We knew it was going to happen, and some of our guys came by just to see him shoot himself. It was pretty amazing."

Stryker has been orchestrating a great manifestation of the Davis invention that has been taking place in Area South of the Chicago Police Department. Pro-Tech, along with manufacturer Point Blank, has been fitting the first officers to



Mark Albaugh of body armor manufacturer Point Blank fits a Chicago police officer for a new vest.

receive new body armor as benefactors of the Chicago Police Memorial Foundation Get Behind The Vest Campaign. More than 1,100 cops have been measured for vests they are receiving virtually free of charge.

These fittings, in so many ways, accentuate the proliferation of the bulletproof vest not only in product development but the understanding of just how vital a piece of equipment it has become.

"I know I bought my first one myself," Stryker continues. "We didn't have a lot of crime in Deerfield, but it was the early 70s and there were a lot of shootings taking place in the city. Not that it spilled over, but I thought it was beneficial. Now, I think the men and women we fitted understand they are going to be safe for the next five years."

## Making the InVESTment

Phil Cline, the executive director of the Chicago Police Memorial Foundation who came up with the Get Behind The Vest brainstorm, recalls when he was working narcotics as a CPD officer in the 70s. Back then, his unit would often execute two search warrants a day, and they weren't always welcome. "We were losing 10 guys a year being shot to death," he recalls.

During roughly the same era, a Chicago police officer in tactical and gang crime units was running gang investigations, which included buying drugs undercover. "After working the streets for a period of time back then you built a confidence that you can handle any situation and you think that's never going to happen to me," said Hiram Grau, that gang unit supervisor who is now director of the Illinois State Police.

Cline remembers hearing about bulletproof vests but not seeing them around much. An officer here and there would



get one, but they had to be worn under the shirt. If you do know any cops who were around in the 1970s, all they will probably say about vests is that they were heavy and made cops perspire a lot. And all that did was make them wear down faster.

Cost didn't make them a desirable piece of equipment either. The price was more than the uniform reimbursement stipend back then.

"Originally, everybody bought their own if they wanted one," Stryker explained. "It was pretty much hit and miss through the 70s and early 80s. I know some departments issued them but guys would keep them in the trunk of the car and put them on only if they needed."

By the early 1980s, the federal government initiated the Ballistic Vest Partnership (BVP), which provided matching grants for departments that wanted to purchase body armor. To get a BVP grant, departments needed to have a mandatory program for officers to wear them.

The turning point for cops to become regularly vested occurred during the 80s when they began being issued the first day they walked into the academy.

"From that point, officers wore them the same way they wore their shoes and socks," commented Pat Kellan who retired from the Chicago Police Department in 2007 as a captain who worked many tactical assignments. "At first, police officers were very skeptical that something like that would stop a bullet. Others were hesitant because they were heavy and hot."

Captain Kellan submits that the officers from the days when vests were not standard equipment are all gone now. Director Grau adds that providing vests and ensuring that officers wear them has become a moral obligation for law



Pro-Tech Sales Vice-President Gary Stryker talks about the different types of bulletproof vests with an Area South Chicago police officer.

enforcement leaders. But he also knows what truly contributed to their acceptance.

"Once the really macho guys started to wear them, everybody started to fall in line," Grau added. "I kind of equate it to the seatbelt. When we were first required, it was not well-received. Now, it's second-nature to everybody."

### Return on InVESTment

When the first vests were issued to the CPD, Kellan recalls an officer who took one home because he wanted to show friends how "great" it worked. It didn't exactly go as planned.

"He had a couple of drinks," Kellan said. "So he impales the vest with a knife. And he wound up stabbing himself in the

## Bravery and dedication awarded following vest save



On June 6, 2014, Chicago Police Department Gang Enforcement Division Officers Michael Wrobel, a 6-year veteran, and Javier Alonso, a 12-year veteran, were approaching a curbed vehicle in the 9300 block of South Wallace Street in Washington Heights when a male passenger opened fire, striking Officer Wrobel in the chest and Officer Alonso in the right thigh. Protected by his bulletproof vest, the shot knocked Officer Wrobel backwards as two more rounds passed by his head. The officers were able to return fire, striking the offender numerous times, neutralizing the threat. Officer Wrobel pulled Officer Alonso into his patrol car and rushed him to Advocate Christ Medical Center in Oak Lawn.

Officer Wrobel suffered bruising from the impact of the bullet, but was able to return to work three days after the incident. Officer Alonso was released from the hospital in good condition and has undergone a recent surgery related to his injury. He is currently doing physical therapy and hopes to return to full-duty very soon.

On Dec. 9, 2014 at the Chicago Police Department Area South Headquarters, Protective Products Enterprises presented Officer Wrobel with a plaque "in recognition of your bravery and dedication."



Point Blank's Wendy Martin fits Michael Wrobel with a new vest.

stomach.”

Those vests were made of Kevlar and had a cotton cover. Cotton gave way to nylon after a couple of years and vests started to become as easy to wear as putting on a jacket. And perhaps the biggest improvement from a wear-and-gear perspective came with them becoming thinner and lighter.

Stryker points out that in the early 2000s vests changed substantially because they were now being made from hybrid materials, which were lighter. The only real impediment to meeting comfort requirements resulted from officers changing form rather than the vests. So if you were fitted for your vest in your 20s, by the time you reached your 30s it didn't fit quite as well.

In 2006, the National Institute of Justice set standards for levels of protections vests needed to provide. Most officers now wear Level 2 vests which are equipped to stop a 38- or 45-caliber round, as well as a 9-millimeter. The Level 3 is the next upgrade, and they can withstand a 44-caliber or 357



David Finnegan of Pro-Tech Sales completes a fitting.

Magnum. The highest level of protection concealable soft body armor is 3A. Going up from there, they become hard armor with ballistic shields and plates inside vests that are used mainly in tactical operations.

“The less-expensive vests are made with a little more Kevlar but they aren't quite as flexible,”

Stryker reports. “As you go up the price scale, they get lighter and more flexible. It's like going from a Chevy to a Cadillac.”

Vests can also be worn in or out of a carrier. Many officers opt for a carrier because it provides options to load equipment that would otherwise be attached to the belt. Manufacturers have also accounted for vests for female officers with at least three options that range from an outer carrier like male officers to a form-fitting model that has cups.

“We have a style of vest for anybody who wants one,” Stryker says. “Some offer lesser degrees of protection but it really comes down to proper fit more than an issue of ballistics.”

### Safe InVESTment

Officers wearing a vest who have been shot in the chest all tell the story about how it felt like getting hit with a sledge hammer. And when they get to the hospital, they have a bruise that lasts for about a week.

That certainly beats the alternative, and if that is not enough motivation to never go to work without your vest, then maybe this is:

“There's a lot of things they are good for other than stopping bullets,” Stryker asserts. “They can stop a knife or spiked item. And if somebody hits you while wearing a vest, it will disperse the trauma and break their hand before it hurts you.”

And if that is not enough motivation to never leave home without your vest, maybe this is:

“In addition to hugging and kissing your family, make sure you take your vest because tomorrow is promised to nobody,” Grau reminds. “Don't let complacency lead you to the point where you don't come home at the end of the day. Don't put your family through that grief.”

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Carpentersville Deputy Chief Michael Kilbourne smiles as big as two of his shopping buddies.

Plenty of happy faces as Burr Ridge Chief John Madded (back left) poses with the kids. Also pictured are Officer John Helms (back right) and Office Angie Wilhelmi (center).

# Holiday Happenings

## Departments big and small give back to local families

■ BY DAN CAMPANA

Throughout December, dozens of Chicagoland children learned that special gifts don't only come from a guy in a big red suit, but from friendly people wearing badges and blue.

Departments near and far participated in annual "Shop with a Cop"-type events to benefit less fortunate kids and families during the holiday season. Although it is far from the only way police throughout the suburbs give back to their communities, the shopping trips have become a tradition of their own, according to organizers from Fox Lake to Burr Ridge – and many in between.

"We have been participating for the last six years; this was our greatest year yet," Burr Ridge Community Policing Officer Angie Wilhelmi said about the drive that raised \$1,200, allowing 10 kids to Shop with a Cop. "The amazing thing for me is, every year, the children always think of their families first and then get toys for themselves."

Here's a look at some of the not-so-Secret Santa work, and other ways local agencies supported their communities throughout the year:



Illinois State Trooper Duane Chappell enjoys a moment with a youngster in between breakfast bites.



East Dundee Police Officer Alan Kasira (right) and volunteer Amber Combs pose with the new owner of a Disney Princess bicycle.



St. Charles Officers Eric Bauwens, Steve Heike Jr. and Adam Stander help checkout at the city's east side Target store, which contributed money and discounts to the children.



Gilberts Police Sergeant Jack Rood pauses with one of the 100 children who went on the shopping excursion as part of the Dundee Township event.



Round Lake Park Police Commander Tony Colon with one of the 45 area children who joined the department on a shopping spree to Wal-Mart. Participants were chosen based on nominations from area schools and churches. Local businesses and residents donated money to support the Dec. 8 event.



St. Charles Police Officer Chuck Pierce chats with one of the 10 children who participated in the department's second "Shop with a Cop." Pierce was among nearly two-dozen officers who showed up to assist in the festivities coordinated by Officers Bridget McCowan and Adam Stander.



The Sycamore FOP Lodge 133 provided a helping hand to three families and eight children during its Dec. 14 "Cops and Kids at Christmas" event. Department Members Jonathan Miller, Ryan Hooper, John Keacher and Stacy Binkowski joined the families in a Christmas shopping trip to Blain's Farm & Fleet.



On Dec. 20, several members of the Elgin Police Department, including lead elf Chief Jeff Swoboda, donated presents to approximately 60 residents of the Little Angels of Elgin, a home for children and young adults with severe disabilities and complex medical needs. Officer Brett Essick coordinated the event, which was supported by donations from local businesses such as Jewel, Marcus Theater and the Colonial Café.



Members of the Fox Lake Police Department hit Wal-Mart with 90 children during a Dec. 3 trip.

# TACTICAL Advantages

Fox Tactical provides the products that even the NTOA approves

The challenges for tactical teams in local, county and regional law enforcement changes have created an ever-changing need for equipment and gear to keep the streets safe. The market is demanding and requires innovation, and it requires companies that supply the resources for tactical operations to have keen ears and to be open to new ideas. After all, lives depend on the gear and equipment officers take into the field and on the streets.

Fox Tactical™ is that type of company. Tactical supply is a pivotal category for this organization. Fox is sensitive to the needs of tactical law enforcement, and it shows. The Fox line of tactical gear is tested and approved by the National Tactical Officers Association (NTOA). These items are tested by law enforcement professionals throughout the nation who use the goods on a day-to-day basis while on duty. All of the innovative products and the NTOA approval shows that Fox Tactical™ is a leader in the industry.

Since 1982, Fox Outdoor Products™ has been a direct importer and distributor of tactical, enforcement, military and outdoor gear. Located in suburban Chicago, the company traces its roots back to World War II when founder Harry Fox realized the niche market for selling military surplus goods. Establishing relationships with the U.S. government and other suppliers, he built a solid business throughout the 1950s and 60s, selling to an expanding group of retail locations across the country.

In response to dwindling surplus goods after the war, Fox became one of the first in the business to tap the overseas market and establish direct import relationships with businesses in Taiwan, Japan, Korea and other countries. These suppliers were able to supplement the military surplus inventory with a wide



range of basic camping, sporting and other outdoor clothing and equipment.

In 1970, Mr. Fox sold the original business and went into retirement. In partnership with his nephew Daniel Fox, Harry came out of retirement in 1981 and founded the current Fox Outdoor Products™ company, becoming full-service, direct importers and wholesale distributors of a wide range of products to retail businesses around the world. Returning to their roots, the company's focus was on new and used military surplus - both domestic and foreign - supplemented with a basic line of outdoor, camping and sporting equipment and clothing. This synergy of military surplus and basic product lines became the core of Fox Outdoor Products™.

Since Harry's death in 1991, Daniel Fox has continued to expand the business and to maintain a clear, strategic direction by supplying the many trades the company services with a basic assortment of quality merchandise at reasonable prices. Professional, direct and personal service coming from an extremely knowledgeable and hard-working staff drives the business and helps to guarantee customer loyalty and satisfaction.

Today, Fox Outdoor Products™ has a large distribution facility with state-of-the-art warehouse, shipping and receiving facilities; publishes a full-color catalog with a diverse listing of more than 7,500 product SKUs; and, markets its products under seven categories. Fox Outdoor Products™ is constantly striving to meet the needs of its diverse and ever-changing customer base. Its new website is scheduled to be launched in February 2015. The 100 tactical items approved by the National Tactical Officers Association Fox offers sets the stage for innovation, increased services, opportunities, and quality products at a value price for its customers.

Fox Outdoor Owner  
Danny Fox





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## Supplementary angles

### Assess your insurance plan to consider total coverage

■ BY MITCHELL KRUGEL

No police officer needs to be reminded about the increasing risks and dangers of life on the job, especially with the events of the past several weeks in New York City and across the country. And there are also the “little things” like the chronic back pain resulting from wrestling a suspect to the ground a couple years ago or the shoulder that hurts like a witch from breaking up that domestic dispute back in 2009.

The risks go on and on, and you all have good reason to ask who’s got your back, other than your partner and, hopefully, your chief, these days? And in addition to your back and your shoulder, who’s got your pocket because you know what it can cost if you get hurt and have to miss work?

So your first priority in financial planning for 2015 should be to address your medical coverage. Injury, illness or other incidents can inhibit your work time, your overtime and the side jobs most cops have to work to pay the bills these days.

“Actually, there’s been a huge growth in supplemental medical

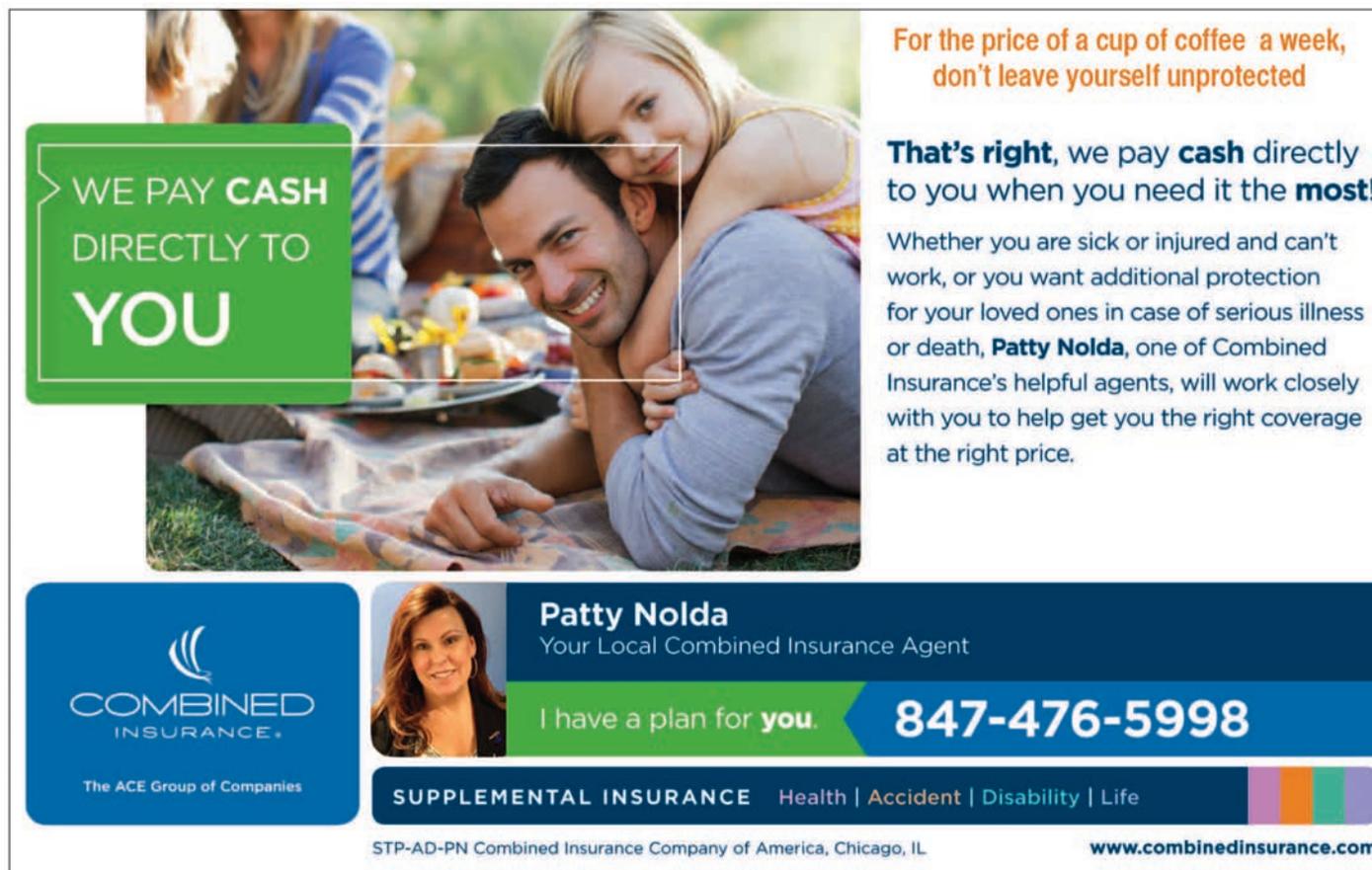
insurance because of what’s going on in the health industry,” says Patricia Nolda, an agent for Combined Insurance who specializes in serving law enforcement officers in the Chicagoland area. “Officers are turning to supplemental benefits more and more to handle the gap between major medical and their own cost. Their own costs aren’t only the out-of-pocket expenses, also the overtime and/or side-job income that is lost.”

A multitude of changes in medical coverage the past 10 years for law enforcement has led to the need for officers to consult with an insurance pro like Nolda. The usual problems related to injuries and accidents on the job are still the primary concern when considering supplemental coverage.

There is also an increase in incidents of long-term illness and injury that have many officers thinking about how these might affect their personal finances. There’s just too much risk out there that can put you down and out. It makes good sense to have a total coverage plan.

“I help them to understand so they can make an informed

CONTINUED ON PAGE 26



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# Understanding credit reports and credit scores



**MATT WISEMAN**

At one point or another, you have more than likely been told about the importance of maintaining a clean credit report and having a high credit score. While this statement is correct, do you fully understand what that means? You may wonder what personal information goes into your credit report and who uses it. Or you may not be sure exactly what a credit score is, what factors make up the score and why it is important.

To begin answering these questions, a credit report is a summary of your financial reliability. In other words, it shows your history of paying debts and other bills. It is prepared by credit bureaus primarily for use by lenders, employers and others who have a legitimate need for the information.

In general, your credit report consists of four parts. The first would be your basic identifying information. Second would be your public record information which would determine if you have previous defaults or legal judgments against you. Next would be other credit history information such as a list of your

credit cards and loans, and whether payments were made on time. Last would be inquiries which would show a list of creditors or other parties that have requested your credit report.

The Fair and Accurate Credit Transactions Act enables you to obtain a free copy of your credit report once a year from each of the three major credit bureaus: Equifax, Experian and TransUnion. You can request a free report by logging onto [www.annualcreditreport.com](http://www.annualcreditreport.com) or by calling the credit bureaus directly. Many financial advisors suggest that you review your credit report once a year.

Although federal law requires lenders and other companies providing information to credit bureaus to give accurate information, mistakes do happen. When you review your credit report you will want to make sure it accurately reflects how you have paid your bills. For example, if you have always paid your loans on time, but your credit report shows otherwise, you'll want to dispute that immediately. You'll also want to verify that all the accounts listed are yours, especially if you have a common name

CONTINUED ON PAGE 26

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\*By submitting a request for a free ISPFCU Financial Checkup you are authorizing ISPFCU to pull and review a copy of your credit report.

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## SUPPLEMENTARY CONTINUED FROM PAGE 24

choice,” Nolda continues. “I relate it to auto insurance. Would you insure only the body of the car and not the engine? If you get accident coverage only, just injuries to the body are covered. But what if something happens inside like appendicitis or needing heart surgery? You would want/need total coverage to include the sickness portion.”

Many young officers start out with accident only supplemental plans. It works for them and keeps their cost low. They feel invincible, and that is one reason they serve and protect without fear. But, then, you get 15 years into the job; you just received a bump in pay, and suddenly injuries due to trauma or wear-and-tear on the job can affect your ability to keep working. What do you do to protect that additional salary and lost overtime? Your disability protection doesn't cover that. You can upgrade your supplemental benefits. Ask for upgrades before something happens that changes your health and maybe your ability to qualify.

Nolda indicated that 90 percent of the claims she files for officers are due to injury. But a little supplemental insurance can take the pressure off by providing additional cash for covering expenses disability pay won't.

There is also the uncovered event to think about, as well as how injury or illness can reduce the income officers make from overtime and side jobs. Nolda says Combined Insurance offers day one, accident only disability coverage that can provide income from \$800, \$1,000, \$1,500, or \$2,000 a month, on top of duty benefits, for which the added cost to the premium starts as little as \$20.80 per month. For a little more you can include sick-

ness benefits as well for total coverage.

“God forbid you should get kidney stones or a have a gall bladder surgery,” Nolda explains. “You might be covered with major medical for the sickness, but what about the recovery? The supplemental insurance pays from day one any time you are under a doctor's care and can't work.”

The claims process on the supplemental plan is pretty simple; some can be done over the telephone. If any documentation is needed, Nolda assists with the process, and she adds that many clients usually get a check in three to five days.

“Combined understands the stress of the job, so the last thing anyone wants is for officers to be stressed out by paperwork,” Nolda confides. “They are such a dedicated group of people, so it's my responsibility, no it's my promise, to be equally dedicated. If officers haven't looked at the details recently, please revisit what's available. Make sure you have what you need in today's environment.”

## CREDIT REPORTS CONTINUED FROM PAGE 24

or you share a name with a relative. If you do find information that is incorrect, tell the credit bureau immediately. Federal law requires credit bureaus to investigate your complaint and send you a prompt response and correct any errors.

Now that you understand your credit report better, what about your credit score? A credit score is a number calculated by a credit bureau, lender or other company for use in making a decision on a loan application or other product or service. Think of credit scoring as a point system based on your credit history, designed to help predict how likely you are to repay a loan or make payments on time. Different lenders may use different scoring systems so your score may vary from one source to another. Typically, your credit score is most influenced by two factors: how timely you pay your debts and how much debt you owe. Late payments on loans, a past bankruptcy, debt collections or a court judgment ordering you to pay money as a result of a lawsuit will negatively impact your credit score.

Lenders want to be sure that the debt you owe is manageable. Lenders become concerned if you have a significant amount of debt compared to your income. Other factors that can affect your credit score include how long you've used credit, how often you've applied for new credit and whether you've taken on new debt. Your scores, along with an explanation of how your score was derived, typically are available online for a fee by contacting any of the three major credit bureaus. Remember, your score may vary from one company to another. In most cases, the higher your credit score, the better your chances of getting a loan with an attractive interest rate. So when it comes to getting a good loan, it's important that your credit report, the basis for your credit score, is accurate, complete, and in the best shape possible.

*Matt Wiseman is the Director of Marketing at ISPFUCU – Your Law Enforcement Credit Union. Membership at ISPFUCU is open to all Illinois law enforcement employees and their families. Join ISPFUCU today at [www.ispfcu.org](http://www.ispfcu.org). Matt can be reached by email at [mwiseman@ispfcu.org](mailto:mwiseman@ispfcu.org) or by phone at 800-255-0886.*



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# For your Benefit

New Concept Benefit Group provides direction for officers' financial dreams

■ BY MITCHELL KRUGEL

When considering how New Concept Benefit Group went from starting as a financial advisor to members of the Chicago Firefighters Union Local 2 to becoming one of the leading financial firms for first responders in northern Illinois, Vice-President Doug Aller tries to conjure a story or a detailed explanation.

But it's not quite that complicated.

"I would love to tell you my initial decision to work with first responders was a very, very deliberate and strategic decision," says Aller who left a LaSalle Street financial firm 18 years ago to find something more rewarding. "But the process could be best described as 'even a blind dog finds a bone once in a while.' The process was anything but well-organized or well-planned."

Actually, there is a bit of a story:

"My grandfather was a farmer in Iowa, and he made a living with his hands," he continued. "I'm not trying to wrap myself in the flag or anything, but that is the backbone of America, and first responders are similar to the people I grew up around in rural Iowa."

Nowadays, New Concept Benefit Group teaches a financial planning class for North East Multi-Regional Training and is a corporate member of the Illinois Public Pension Fund Association. That's all happened since 1997 when a friend of a friend led Aller to address a meeting of union stewards at Local 2, which turned out to be the catalyst for New Concepts working with sworn municipal workers.

The company slogan tells a lot about New Concept, which is located in Forest Park: "Providing Direction, Producing Results." Aller feels he has found something special working with public servants, especially law enforcement officers. After all, anybody who has ever worked on LaSalle Street knows you don't leave LaSalle Street because of money.

"As a group, they are wonderful people," Aller says of working with cops. "Now, it's not like we show up and every police officer wants to give us a group hug. As a rule police are skeptical people. As a group they are great people. I like their sense of humor. They appreciate what we do for them, and they deserve someone who understands their unique financial situations".

The best financial planning recommendation Aller has for 2015 is advising law enforcement officers to put money into a 457 Deferred Compensation plan. Deferred Compensation, which works much the same way as a 401(k), was created for state and local public employees to defer compensation into the plan by having money deducted from their paychecks before taxes are taken out.

He also likes the Roth IRA and Roth 457, calling it "the biggest gift Congress has ever given police departments." Not only can officers put a percentage of regular or overtime pay (after tax) into the Roth, but when they take the money out during retirement, it is distributed tax free. Should they decide they do not need the additional income from their Roth IRA or Roth 457, they are not required to take any distributions at age 70-and-a-

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**"Make sure you have ample cash set aside – three to sixth months of expenditures. We see a tendency with the newer generation of law enforcement officers to over-extend themselves because this is might be their first job in which they make a substantial amount of money. Don't let your monthly nut get out of control. That is the enemy of asset accumulation."**

DOUG ALLER

---

half as with pre-tax retirement plans. The Roths can be handed down tax free to children or grandchildren.

"Einstein said the eighth wonder of the world is compounding interest," Aller adds. "I also recommend taking a percentage of your salary rather than a flat amount as to how much you will contribute to savings plans. That will allow you to save more money."

The New Concept Benefit Group advocates placing a priority on putting money away for retirement to supplement pensions, which Aller says might not be enough to get you through the 30-plus years after you retire from the force.

"There is 'pension envy' amongst tax payers and people without a pension," Aller explains. "That has created a very ugly political climate in Illinois as we try to grapple with the \$111 billion pension short fall issue of the state run pension funds. I think it is naive to think that there will not be some changes to fire and police pensions as well as cost-of-living adjustments on payouts in the near future. That is why socking away as much as possible as early as possible is so important."

Another friendly piece of advice is this:

"Make sure you have ample cash set aside – three to sixth months of expenditures. I don't care where it is, even if it's under a mattress. We see a tendency with the newer generation of law enforcement officers to over-extend themselves because this is might be their first job in which they make a substantial amount of money. Don't let your monthly nut get out of control. That is the enemy of asset accumulation."

Starting its 18th year, New Concept Benefit Group has many repeat clients. The team, which includes several longtime financial professionals, as well as an estate planning attorney and accountant, has served what Aller describes as a "great marketplace" by working off the premise that you have to be in the lifeboat with cops.

"I think what separates us from some of the other players is that we sit down and map out a plan with each individual," Aller says. "What is that expression? If you do not know where you are going, any road will get you there. New Concept Benefit Group works with you in creating a hard-copy plan that is your road map. This is a more comprehensive approach to achieving your goals. This does not mean that we will not have to adjust it as we work together, but it certainly makes a good starting point." ♥

# 4 IMPROVEMENT OPPS

## HEALTH

# Weathering the Storm



**ROBIN  
KROLL, PSY.D**

It's winter 2015. Officer Stan begins his mid-night shift and he's hoping he'll have a partner. This hadn't been a concern in the past. He thinks to himself:

*The climate has certainly changed.*

He isn't referring to the weather.

With a heightened sense of awareness, he starts his tour and is grateful to be in a two-man car. He thinks about the incident in Ferguson, Missouri, on Aug. 9, 2014, and contemplates how that day has impacted relationships between law enforcement and the communities they protect across the nation.

Many thoughts run through Officer Stan's head – thoughts he has never had in his 15 years on the job:

*Do I feel safe policing?*

*Can I do my job without hesitation?*

*Do I want to do my job anymore?*

*Is the job worth it?*

Officer Stan feels disillusioned for the first time. He begins to reminisce about his early career and suddenly everything changes. He remembers why he wanted to become a police officer. He entered the academy with the absolute belief that he wanted to help others and make a difference. He chuckles as he recalls standing in front of the mirror, admiring himself in his uniform. How he wore his badge with such pride and appreciation for what it symbolized: a shield that is the hallmark of a protector of peace and of the people.

He looks over at his partner and silently says the Saint Michael Prayer for the two of them...

*Saint Michael, Heaven's glorious Commissioner of Police, who once so neatly and successfully cleared God's premises of all its undesirables, look with kindly and professional eyes on your earthly force.*

*Give us cool heads, stout hearts, and uncanny flair for investigation and wise judgment. Make us the terror of burglars, the friends of children and law-abiding citizens, kind to strangers, polite to bores, strict with law-breakers and impervious to temptations.*

*You know, Saint Michael, from your own experiences with the devil that the police officer's lot on earth is not always a happy one; but your sense of duty that so pleased God, your hard knocks that so surprised the devil, and your angelic self-control give us inspiration.*

*And when we lay down our nightsticks, enroll us in your heavenly force, where we will be as proud to guard the throne of God as we have been to guard the city of all the people.*

*Amen.*

Like the seasons in a year, the climate will change. Have faith in yourself, your fellow officers and your department. Don't forget why you became a police officer. Remember the good you have done, the lives you saved, the arrests that put the bad guys away.

Reflect on your recognitions and honorable mentions. Remind yourself of your sense of duty. Recall a letter you received from a grateful citizen or a child that looked at you in awe, hoping they could one day be a police officer. Remember those in the community that appreciate your service and rely upon you to keep them safe. They are out there in abundance.

Be Safe. Be Proud. ♥



*Dr. Robin Kroll is a Clinical Psychologist in independent practice with offices that serve Chicago as well as suburbs in Cook and Lake Counties. Dr. Kroll is the Director of Interventions and specializes in Police and Public Safety. Her concentration includes working with police officers in individual, group and family therapy for issues related to addiction, mood disorders, work related matters and Post Traumatic Stress Disorder. Dr. Kroll speaks at police and public safety conferences and implements stress management workshops for law enforcement agencies.*

# Help to find your Way Back from addiction

BY JOSHUA SIGMUND

Substance abuse and gambling among police officers is a serious problem, with some studies estimating that it afflicts one-quarter of all police officers in the U.S. The extent to which these escapes have become ingrained varies from department to department. Yet empirically, police officers face heavy pressure to drink, for example, to where non-drinking officers are often viewed as suspicious or anti-social by their colleagues. A recent survey of police officers found that nearly 25 percent reported drinking in order to “be part of the team,” while another quarter reported that they were negatively affected by a co-worker’s drinking. Including drugs and/or gambling, these vices are correlated with officer suicides and domestic violence, and many departments are beginning to recognize the liability in allowing this problem to go untreated.

“The majority of the police officers we see are people who are on the brink of losing their careers with their department,” explains Anita Pindiur, Executive Director of The Way Back Inn and Grateful House, a C.A.R.F.-accredited residential and outpatient rehabilitation service with programs in Oak Park, Maywood,



Forest Park, Melrose Park, and Chicago. “We can also intervene in less intense cases and do anything from Risk Education, outpatient, intensive outpatient, and extended residential care. Any study will support that the earlier you intervene the better. However, most people wait, and early intervention is not always 100-percent successful, so people suffering from the disease of addiction or a gambling problem – including their families – lose hope.”

The Way Back Inn, founded in 1974, and the Grateful House, founded in 1958, merged in 2002 to create an environment where men’s and women’s lives are transformed and relationships are healed. The program focuses on the integration of the body, mind and spirit.



CONTINUED ON PAGE 30

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### CONTINUED FROM PAGE 29

"We've been very community-based for more than 40 years," Pindiur noted. "People come in from all walks of life including police officers who might be on leaves of absence or still working but who have an inability to manage parts of their lives. We continue their employment and help to reinstate them."

The program works on clinical skills to build up patients' sobriety, often using groups to make sure that the families are involved. "It can be spouses, children, parents and even significant others," Pindiur continued. The Way Back Inn is a therapeutic facility based on the medical model. Having a strong foundation based on AA, the 12-step model is incorporated by hosting AA meetings on site, urging each client to have weekly sponsor time and developing a strong network of sobriety. "And although this is a program of honesty, police officers don't have to self identify."

Pindiur suggests a 90-day treatment, but "we can have clients staying up to a year," she said. "They get more independent as they go through the treatment process."

The last few months the client is back in his or her own residence and continues in an outpatient support system.

"That's been statistically shown to be the most effective," Pindiur added. "The longer somebody is in treatment, the greater the likelihood of sustained sobriety."

The Way Back Inn and the Grateful House are proud of their success stories including people who have returned to work and are back with their families.

"We are very fortunate to have officers who have become counselors," Pindiur emphasized. "They work with cops individually on treatment plans and exit strategy and works with their employee assistance to get them back into the community." ♥



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# Law enforcement in the crosshairs



**DANIEL  
HERBERT**

We go to press as the entire nation's law enforcement community mourns the passing of three recently slain officers. New York City Police Officers Wenjian Liu, 32, and Rafael Ramos, 40, were ambushed and assassinated in their patrol car in Brooklyn on Dec. 20, 2014. In Florida on Dec. 21, Tarpon Springs Police Officer Charles Kondek, 45, was killed after being shot and run over by an offender.

In the months prior to the murder of these brave officers, the men and women of law enforcement had been subjected to vicious and unrelenting attacks at the hands of the mainstream media. The narrative of deadly force being employed by racist and de-sensitized police officers was broadcast day in and day out across this nation. Despite the hard work by officers, and, most amazingly, in spite of the ultimate sacrifice paid by all of our fallen officers, it has become evident that many people exist with the sole goal of diminishing and demeaning the work of law enforcement.

These same persons have been provided the opportunity to air their beliefs, their agendas and their false narratives almost entirely unopposed through the media. These critics have used the media to propose a whole range of "ideas" to avoid conflict between police and offenders. Some of these include: officers

should not bother to enforce petty laws; officers should not use force if someone resists or acts in an aggressive manner; officers should retreat in the face of resistance; or officers should enforce laws only against people from the same community or the same race as themselves.

As absurd and preposterous as these views seem, all officers should be aware that the vast majority of this anti-police dialogue centers on simplistic notions that ignore the tough realities of law enforcement and these dangerous ideas ignore the actual state of the law. Sadly, because the media fails to report the law accurately and fails to educate the public, law enforcement must now make every effort to educate the citizens of Illinois at every available opportunity. Officers must continuously notify the public that the primary purpose of police officers is to enforce the laws. Officers need to instruct the public that enforcing the law invariably requires making physical arrests of persons.

Most importantly, the public needs to be informed that Illinois law is clear that no one has the right to resist an arrest being executed by a law enforcement officer. Illinois law, without exception, provides that if the subject of an arrest by a police officer believes the arrest is unlawful, or even if the arrest is in fact unlawful, the subject has absolutely no authority to resist arrest. Illinois law codified at 720 ILCS 5/7-7 states: A person is

**CONTINUED ON PAGE 33**



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# When deadly force hits you, there is compensation



DAVID FIGLIOLI

For the past several months, various communities throughout this country have been dealing with the repercussions of police officers utilizing deadly force. While the focus of these tragic incidents has predominantly been on how it has affected the relationships between police departments and the communities they serve, another issue that may present itself is the effects these deadly force incidents have on the police officers involved.

Police officers are frequently characterized as being “calloused” or lacking empathy because they have been “desensitized” by the numerous traumatic and violent incidents they observe or have been frequently involved in. Moreover, there is a misbelief that police officers are better prepared to handle trauma or violence because of the training they receive. This is clearly far from the truth. It is a fact that police officers suffer higher rates of depression and are diagnosed with Post



Traumatic Stress Disorder and other mental disorders more than almost any other profession.

For police officers in Illinois communities other than the city of Chicago, the Illinois Workers’ Compensation Act provides an avenue to both obtain treatment and receive benefits in the event you are diagnosed with Post Traumatic Stress Disorder (PTSD) as a result of exposure to traumatic events during employment. The Illinois Appellate Court Workers’ Compensation Commission Division recently reinforced this in the case of *Diaz v. Illinois Workers’ Compensation Commission and the Village of Montgomery*.

In *Diaz*, a police officer was confronted with a citizen who pointed a handgun at him during an investigation involving a disturbance between neighbors. The officer took cover behind a vehicle and ordered that person to drop the gun, but the commands were ignored. When the person was approximately 15 feet away from the officer, the officer saw that there was an orange tip on the weapon possibly indicating it was BB gun or type of replica weapon. Ultimately, the person retreated into his

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house and no shots were fired by the officer. The offender was later taken into custody by a special response team that responded to the incident and it was confirmed that the weapon was inoperable.

Three days after this incident, the officer began to experience symptoms indicative of severe anxiety and, after seeking treatment, he was diagnosed with PTSD. He received treatment and medication and was ultimately able to return to work six months later. He then filed a claim under the Illinois Workers' Compensation Act to obtain benefits.

After reviewing the facts of this case, the Appellate Court ruled that the police officer had developed PTSD as a result of this incident, and the psychological harm he suffered was compensable under the Act. In rendering its decision, the Appellate Court addressed whether a police officer should be held to a higher and unique standard of proving a "severe emotional shock" not otherwise applicable to employees in other lines of work in order to make it a compensable claim. The employing village argued that since it is not uncommon for police officers to be exposed to traumatic incidents and because police officers are trained to handle weapons and trained to handle encounters with subjects who are considered armed and dangerous, this incident would not rise to the level of being an extreme or severe emotional shock or of "significantly greater proportion or dimension than that to which the employee would otherwise be subjected to in the normal course of employment."

This Appellate Court clearly stated that police officers should not be held to a higher standard than other employees and other professions when subjected to severe emotional shock from traumatic incidents. To do so, according to the Court, would make it "virtually impossible for police officers or others involved in dangerous occupations" to recover under the Workers' Compensation Act. Moreover, the Court stated the following: "We believe that whether a worker had suffered the type of emotional shock sufficient to warrant recovery should be determined by an objective, reasonable person standard, rather than a subjective standard that takes into account the claimant's occupation and training."

So what can we learn by this appellate court decision? Simply, that police officers are like everyone else. They are affected by the violence and trauma they frequently see or are involved in just as much, at times, as the citizens who are also affected by it. If you are suffering from PTSD as a result of a traumatic work incident, be aware that you may have a claim for benefits under the Illinois Workers' Compensation Act. ♥

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*David Figlioli is a founding partner of Morici, Figlioli & Associates. Mr. Figlioli concentrates his practice of law in the areas of workers' compensation, social security disability, police officer and firefighter disability pension claims, and claims arising from the PEDA and PSEBA statutes. He received his undergraduate degree from Concordia University and his J.D. degree, magna cum laude, from the John Marshall Law School. He has co-authored a chapter on Vocational Rehabilitation/Physical Rehabilitation for the Illinois Trial Lawyers Association's Seminar on Workers' Compensation and has frequently lectured on workers' compensation issues before various business and professional groups.*

#### CONTINUED FROM PAGE 31

not authorized to use force to resist an arrest which he knows is being made either by a peace officer or by a private person summoned and directed by a peace officer to make the arrest, even if he believes that the arrest is unlawful and the arrest in fact is unlawful.

It appears that the current anti-police sentiment rampant in our nation will unfortunately have to run a long course before being replaced by more moderate and reasonable viewpoints that allow for sensible dialogue. The battle is by no means lost, and slowly, but surely, supporters and defenders of law enforcement are now making their voices heard. However, right now, officers are placed in the position of having to articulate the law to an often-angry and recalcitrant public in order to cure the public's ignorance about police-citizen encounters and arrests. Remain confident and take heart in the knowledge that all of you, the men and women of law enforcement, never fail to give your best efforts in memory of your fallen brothers and sisters. This struggle will be no different. ♥

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*Dan Herbert is a former Chicago Police Officer, Cook County Prosecutor and in-house attorney for the Fraternal Order of Police, Chicago Lodge #7. He is the founding member of The Law Offices of Daniel Q. Herbert and Associates.*



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# An Emergency Medical Action plan for the range



JOHN KRUPA  
III

How many times have you been at the range and thought: “What do we do if someone gets shot or injured during training?” You’d be surprised to learn that there are a lot of range facilities that do not have a posted Emergency Medical Action Plan (EMAP) in place to deal with serious on-site injuries. Sure, there may be a policy protocol established in their range operations manual, but who is responsible for executing it? Have they been trained appropriately on how to respond to medical emergencies and what resources are available on site to actually deal with serious injuries?

If you do ask that question at the range, most of the time the response will be to use the first-aid kit that is available on site and to call 911 for serious injuries. It’s obvious that there needs to be a much more detailed plan other than just slapping a band-aid on a wound and waiting for EMS to arrive.

It has been my experience when inquiring about EMAPs at range facilities that they are not all prepared to deal with serious medical emergencies and lack proper equipment and training to deal with trauma injuries.

So let’s explore some steps on how to establish a reliable EMAP and how it can be implemented so students, instructors and range staff alike will know these procedures and what actions to take.

Start out by acquiring medical supplies and build medical kits that can be easily identified and accessible on the range. I recommend building a first-aid kit, a trauma injury kit and AED kit.

The first-aid kit is typically built using a heavy duty plastic tool box or tackle box that is orange or yellow with the words “First-Aid Kit” labeled on the front and back of the box so it can be easily identified. The first-aid kit will include all essential medical supplies that will be used for non-serious injuries. This kit should be monitored on a regular basis to ensure that used items are replenished.

The trauma injury kit is typically built using a heavy duty plastic tool box, tackle box or soft canvas bag that is red with the words “Trauma Kit” on the front, back and sides of the box or bag so it can be easily identified. The trauma injury kit will include all of the essential medical supplies that are needed to treat serious trauma such as hemorrhage control, deep lacerations, penetrating puncture wounds, gunshot wounds, sucking chest wounds and tension pneumothorax. The trauma injury kit should only be accessed for serious injuries and by personnel that has been properly trained in Tactical Combat Casualty Care (TCCC) or training of an equivalent level.

The kit for the AED (Automated External Defibrillator) is something that every range facility needs to acquire and have available at all times. While AED units can be purchased new, with a little searching on the Internet, you should be able to find a source that will donate a decommissioned unit for your facility.

The first-aid kit, trauma injury kit and AED kit should be kept on-site where training is taking place and be immediately accessible. These kits will be useless if kept in a range building down the road or in a vehicle parked 100 yards away.

The next step is to establish a communication protocol to contact 911 for EMS response. While land-line phones may be on-site, they might not be immediately accessible on the range. I recommend assigning at least two range staff members or students with reliable cell phone service to keep their phones with them on the range in the event a 911 call needs to be made. Another option is to have a police radio on the range for direct contact with dispatch. Assign two people to emergency call duties in case one of them is the person that is injured.

Create a laminated handout, outlining the EMAP, that can be kept on the range and accessible with the medical kits. The handout should contain the physical address of the range facility, GPS coordinates (for Life Flight dispatch) and the direct phone number to EMS dispatch. The direct number is important, as a 911 call on most cell phones may not always reach the dispatch center for the area you are training at. The people assigned to emergency call duty can program that number into their cell phones.

Include the name and address of the closest Level 1 Trauma Center in the laminated handout in the event the decision is made to use one of the vehicles on site to grab and go vs. waiting for an ambulance. Sometimes, it may be quicker to drive someone to the local hospital vs. waiting for EMS to respond.

In summary, review the EMAP with everyone at the beginning of each training evolution.

Show everyone in the class where the medical kits will be located on the range. Identify range staff that are TCCC qualified. Identify any students in the class that might have a medical skills background and recruit them to assist the range staff, should a medical emergency occur. Assign at least two reliable people on the range to emergency phone call duties and verify the direct dispatch number, GPS coordinates and range address with them. Make sure they know where the laminated EMAP handout is located with this information. If you follow these procedures and develop a sound EMAP, you’ll be ready to handle any emergency medical situation that occurs on your range.

As always, stay safe, remain vigilant and fight to win. 🇺🇸

*John Krupa is a police officer with the Orland Hills Police Department and has more than 24 years of experience in law enforcement. He has previously served as a patrol officer, FTO and firearms instructor with the Chicago Police Department. He is a recipient of the Award of Valor, Silver Star for Bravery and Distinguished Service Award for his actions in the line of duty. He is a certified Master Firearms Instructor from PTI and graduate firearms instructor from the Secret Service Academy, FBI, DEA and FLETC. He holds the rating of Distinguished Weapons Expert with the Department of Homeland Security.*

# Getting proactive about gaining citizens' trust



**MICHAEL SCHLOSSER, PH.D.**

Proactively working to gain the trust of all citizens, especially citizens who are racial minorities, is as important now as it was during the Civil Rights Era in the U.S. Recent events including the occurrences in Ferguson, Missouri, the incident involving Eric Garner in New York, and the recent police shooting of a 12-year-old African-American boy, have shown us that there is much distrust of the police, especially within racial minority communities. Regardless of

the legal outcomes of these incidents or beliefs of officers across the country about whether or not officers' use of force was appropriate in any particular case, the public uproar over these incidents has highlighted police practices that involve biased policing and excessive use of force.

The majority of police officers conduct themselves in a respectful manner, with professionalism and with the knowledge they need to make the correct decisions. However, when citizens are unhappy about police conduct, even if the police believe their conduct to be proper and just, I believe it's time to admit that we must make some dramatic changes in police practice. Let's also be realistic and further admit that biased policing and the excessive use of force exist, even if to a small degree. It's time to become proactive about gaining the trust of all citizens.

## Community policing

When done with purpose, community policing is important for gaining the trust of citizens. True community policing involves the delivery of police services through a partnership with and collaboration between the community and police. One important aspect of community policing that is very simple – and perhaps the most effective – involves police-citizen contacts that are not initiated by a police call or traffic stop. Officers simply need to get out of their cars and chat with citizens whenever the opportunity arrives. We, as officers, know that we are regular people with families and interests just like the citizens we serve. By developing humanizing relationships, trust is gained. It is also extremely important to interact with the younger population in order to build for them a positive image of police officers.

## Educating the public

There are many ways to educate the public regarding police tactics and use of force. If people better understand why the police conduct business in a certain manner and recognize the basics of the use of force, they will be more likely to side with the police when the use of force is appropriate. Police officers can present and educate at citizen-group meetings, in churches, at schools or simply in conversations with citizens. At the University of Illinois Police Training Institute, we host an annual Citizen Police Academy, which covers an array of police topics and training. This program has been in place for more than 20 years and is very successful.

## New approaches to diversity training

At the University of Illinois Police Training Institute, we are taking a new approach to preparing recruits to successfully police in a multicultural society. With the collaboration of a team of researchers including faculty in African-American studies, history, educational psychology, and myself, the Police Training Institute has developed a tripartite model of cultural competencies to frame this educational program:

- Increase officers' **awareness** of their own social identities and racial beliefs;
- Increase **knowledge** about theory and research related to police misconduct and the socio-historical experiences of racial minority communities;
- And develop officers' efficacy to apply **skills** (including Verbal Defense and Influence and Critical Thinking) in a culturally informed manner.

This program is constantly evolving and it will be evaluated as we move forward.

In order for police officers to do their jobs effectively, we must have the trust of the citizens we serve. Though the police have support from many citizens, we should strive to gain the trust and respect of all citizens. This is no easy task. But through hard work, dedication and by creating a culture of collaboration and partnership with the community, we can get closer to achieving this goal. There is no finish line! ♥

*Michael Schlosser is a retired lieutenant with the Rantoul Police Department and currently the director of the University of Illinois Police Training Institute. Michael earned his Ph.D. in Education from the University of Illinois.*

# Center for Public Safety

## Northwestern re-launches research and consulting to help agencies build safer communities

Northwestern University Center for Public Safety (NUCPS) is pleased to announce the re-launch of its Research and Consulting Division that will consult police and public safety organizations on operational, management and human resource challenges. Since it first opened its doors in 1936, NUCPS has provided research-based consulting to organizations in the public safety field.

The re-launched Research and Consulting Division will engage NUCPS experts in consulting, implementation and applied research projects on behalf of agencies in the U.S. and abroad to assist in building safer communities. The division is headed by John Furcon, a seasoned management consultant and researcher with an extensive track record of successful projects conducted on behalf of public sector and private sector clients including the U.S. Department of Justice, Los Angeles County Sheriff, Illinois State Police, Miami Police Department and numerous mid-sized and small public safety organizations. Furcon's prior roles include partner in PricewaterhouseCoopers' Global Human Resource Solutions Practice and program director and principal investigator at the University of Chicago Human Resources Center.

"John Furcon brings an unusual breadth of experience to our new research and consulting practice," said NUCPS Executive Director David Bradford. "He has conducted pioneering research in police selection, promotion and organization improvement. He has developed programs and processes that have assisted hundreds of police and sheriff's organizations operate more effectively. He brings a wealth of "best practices" from the private sector and an ability to transfer and deploy ideas on behalf (of) police and public safety organizations."

Services initially offered by the new Research and Consulting Division include:

- Employee assessment for selection and promotion, including Chief of Police selection.
- All aspects of talent management including workforce planning, workforce diversity, performance appraisal, coaching and mentoring, and succession planning.
- Management studies to improve operational effectiveness.
- Strategic planning and strategy implementation.
- Staffing, resource allocation and organization design.

Additional services based on NUCPS' expertise in traffic safety and leadership development will be rolled out in the coming year.

NUCPS consulting teams are comprised of NUCPS affiliated faculty and staff as well as outside experts. Project teams are assembled based on the specifics of the project, ensuring each client agency works with the consulting team best

suited to address its challenge.

For more information about the Research and Consulting Division, contact John Furcon at [john.furcon@northwestern.edu](mailto:john.furcon@northwestern.edu) or at 847-491-5307. 

*Northwestern University Center for Public Safety (NUCPS) provides professional development courses and consulting services for public safety agencies and personnel in the U.S. and abroad. NUCPS is best known for its management and leadership development programs, including the prestigious School of Police Staff and Command, and for its pioneering work in the field of traffic safety. Founded in Evanston in 1936, NUCPS is affiliated with Northwestern University through the School of Professional Studies. Currently, NUCPS offers more than 50 courses in the areas of management and leadership, crime investigation, motorcycle operator instruction, forensic science, crash investigation and reconstruction, and transportation engineering at locations around the world and online. For more information on NUCPS, please visit our website at [nucps.northwestern.edu](http://nucps.northwestern.edu) or call 800-323-4011.*

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# Public Safety Direct makes a big move

■ BY MITCHELL KRUGEL

The new facility Public Safety Direct recently moved in to in Crestwood will give customers of the area's fastest-rising Law Enforcement vehicle upfitter more, more, more.

At the building on 137th Street just off South Cicero Avenue, there is more space to accommodate more vehicles and even complete work more quickly. But there is much more to the more Public Safety Direct (PSD) plans to offer.

"More quality," says Mark Kozeluh, the Crestwood Police Officer who is the PSD owner and president. "Quality control is our strength. We believe our new location will have a profound impact on the quality of service and equipment we can make available. We believe it's our quality that has enabled us to have the success we are having."

As Kozeluh and General Manager Steve Lindley, who is also a Crestwood cop, guide a tour of the new workplace, they like to point out what you don't see as much as what you do notice. Lindley shows the inside of a vehicle about to come out of the shop. It looks pristine. He explains how the wiring work to hook up the lights and other upfitted equipment does not show. Not one bit.

"Nobody sees the good," he adds. "It's structured so you don't see the quality of the work."

Within the 9,000 square feet are three bays to accommodate working on six to eight cars at a time. There is room to stock more parts, including pallets of light bars that can reduce the time a car needs to be in the PSD shop.



Additionally, a 30-by-30 section is devoted to the quickly-growing graphics aspect of the business. Premium quality lettering, signs, posters and vehicle wraps have also become a specialty for PSD.

Other upgrades include the purchase of a vehicle hauler so PSD can pick up cars, a need that has arisen the past several months because of increased business. Kozeluh points out, however, that the increase has not changed one of PSD's bedrock philosophies.

"We still drive every car," he explains. "We listen for the rattles. Our staff can sit in a car and tell what's wrong. That's because we're cops. We understand the market. Cops work the hardest for other cops."

Kozeluh and Lindley indicated that the new facility will help PSD respond to what they are hearing about what's happening in the local upfitting market.

"Recognition is coming because chiefs have meetings and they talk about who does your car," Lindley says. "We don't turn out cars that have problems, and, if anything, we think that is what is building our reputation."

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# ONE MORE THING

## Armchair quarterbacks need not apply

*"It is not the critic who counts; not the man who points out how the strong man stumbled, or where the doer of deeds could have done them better; the credit belongs to the man who is actually in the arena..."*

~THEODORE ROOSEVELT



■ BY MICHAEL CURTIS

Many of us have watched a football game, incredulously crying out when a quarterback makes a mistake and throws an interception or an incomplete pass. Conversely, we leap and cheer with elation when that same quarterback throws a touchdown. It is not an arduous feat to

criticize or second guess a play, especially after we see that play's eventual success or failure. As we judge these games, criticism abounds from the populous, depending upon the consequence. This 20/20 hindsight allows us to judge situations after they occur, determining whether they are justified or reasonable. We get to see all the angles and slow-motion replays. We listen to experts and commentators pontificate on the action and describe how it could have been done differently or better.

This is the same analogy I use in my law enforcement classes at Western Illinois University. It is critical that my students understand the context and applicable law when analyzing use-of-force decisions. Hindsight inevitably disturbs a rational conclusion my students reach. The only difference in the analogy presented is that one is a football game and the other is a matter of life and death. The other difference between the two scenarios is that there are no timeouts, replays, hindsight or angles showing the event; just a split-second decision. There are similarities: There are plenty of spectators and critics who would make a better decision or take a different action as a result of 20/20 hindsight. It is these individuals that I am addressing.

As a result of recent use of force issues across the country, there has been intense media scrutiny placed on law enforcement. As grand juries have convened, there has been unparalleled attention and protests as to why these officers have not been indicted. It is paramount to understand the context when judging the reasonableness of use-of-force decisions. A complete understanding of the law is critical when analyzing these events. Grand Juries are instructed on the law when reaching conclusions. This, in fact, is the dispositive reason as to why these Grand Juries have refused to indict. When judging reasonableness in the application of force, Grand Juries are advised that they must "stand in the shoes of the officer at the time the force is applied." (*Graham v. Connor*, 490 U.S. 386, 1989)

In *Graham*, an officer made a traffic stop on an individual who was diabetic. As a result of low sugar, Graham was attempting to buy orange juice. He was driven to a convenience store by Berry, who pulled in expeditiously. Graham ran in the convenience store and rapidly exited after seeing the line was too long. Berry and Graham then swiftly pulled out of the parking lot. Based on observing the aforementioned events, Officer Connor, was troubled. Connor conducted an investigative stop to determine whether criminal activity had taken place. Graham was incoherent and refused to comply with officer requests; running around the vehicle as a result of low insulin. Due to his behavior, Graham

was subsequently handcuffed and detained while officers conducted a preliminary investigation. The officers at the time had no idea Graham was diabetic. Graham was not charged with a crime, but sustained injuries while being handcuffed. Graham brought suit against the officers for a violation of his civil rights under 42 U.S.C § 1983, for excessive use of force and violation of his Fourth Amendment right to be free from unreasonable search and seizure. Graham contended that the officers disregarded the fact that he was diabetic.

In reaching its conclusion, the U.S. Supreme Court ruled in pertinent part: "All claims that law enforcement officials have used excessive force — deadly or not — in the course of an arrest, investigatory stop, or other 'seizure' of a free citizen, are properly analyzed under the Fourth Amendment's 'objective reasonableness' standard, rather than under a substantive due process standard." This "objective reasonableness" must be applied while "standing in the officer's shoes," at the time the incident takes place. The Supreme Court recognized that officers have to make split-second decisions in the course of executing their duties. The benefit of 20/20 hindsight must be disregarded when judging "objective reasonableness." Obviously, had the officers known that Graham was diabetic, they would have taken different action.

The media has been feasting on these events, demonizing and vilifying law enforcement across the country. It is important for the media and the public to understand the standard in judging use-of-force incidents. That judgment should be based on the "objective reasonableness" standard outlined in *Graham*. Police officers often have a fraction of a second to make a life-and-death decision. After the fact, that decision, may, in fact, be wrong. However, we don't get to judge the action after the fact. Under *Graham*, we must stand in the shoes of the officer at the time the force is being applied to determine its reasonableness. The realization that a real gun, is, in fact, a toy, after the application of deadly force has been used, is a perfect illustration of this point. However, using the *Graham* analysis, was the officer's application of deadly force "objectively reasonable?"

The world is cluttered with spectators and critics lurking in the shadows and periphery of society, waiting to pounce on the actions of police officers. These individuals are all too ready to judge an incident with the benefit of hindsight. They have all of the pertinent facts, relevant information and time to assess reasonableness. The active participant in society doesn't have those luxuries when making a split-second determination. It is the participant in the arena who faces decisions that are extreme, dangerous and life threatening. The spectator and critic stay in the periphery. Who has the tougher position? ♥

*Michael T. Curtis is an Assistant Professor at Western Illinois University's Law Enforcement and Justice Administration program. He is a Veteran of the U.S. Navy, a former police officer and licensed attorney in the Commonwealth of Pennsylvania.*

# Happy New Year!

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